

03 Deputy Sheriff's Association	Rate:	Description:
County Retirement Contribution	25.37% DSS1	Rate x Hourly Rate x Hours Worked
County Pickup of Employee Retirement	7.00%	Rate x Hourly Rate x Hours Worked
County Pension Bond Debt Service	4.74%	\$24.72/PP full-time, \$12.36/PP part-time \$0/PP quarter-time or temp
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		Deputy Sheriff safety members (DSSF) -Tier 2 eff 9/4/11, Tier 3 eff 1/1/13
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$700/mo	\$575.00/mo without medical coverage effective 01/01/2016 Proration for part time employees hired after 02/07/2006 No cashout for employees who newly opt out of medical on or after 1/2014
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Mileage Reimbursement	.54/mi	Effective 01/01/2016
	.575/mi	Effective 01/01/2015
Uniform Allowance for New Hire	\$500	One time payment
Uniform Allowance	\$45/mo	
Career Incentive - POST	\$75/mo	Continuing training waived for recipients prior to 01/01/1994. Employees hired after 1/1/2012 are not eligible to receive the Career Incentive – POST
Career Incentive - Advanced POST	\$150/mo	Continuing training waived for recipients prior to 01/01/1994. Employees hired after 1/1/2012 are not eligible to receive the Career Incentive – Advanced POST
Dive Team Differential	\$50/mo	Designated by the Sheriff
Bilingual Pay - high use	\$95/mo	Approved by Human Resources
Bilingual Pay - low use	\$47.50/mo	Approved by Human Resources
Bilingual Hiring Bonus	\$3,000	\$1,500 upon hire and \$1,500 upon completion of probation
Standby/On Call	\$2.00/hr	Permanent employees
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
CTO in lieu of Call Back	1.5 hrs/hr wkd	Accrued in CTO quota
Court On Call	1 1/2 hours pay	For each 4 hrs on call for court
Court Call Back	Regular pay	1 1/2 hour minimum
Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	1440 hours (180 days) max accrual; payoff @ hourly rate for 50% of hours after 10 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance 14 years of service required
Holiday	12 days/yr	Does not apply to Annual Leave employees
Annual Leave	12 days/yr	12 day carryover Employees may sign up at any time, but withdrawal must be in August
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
Injured On Duty	12 months max	As approved
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 320 hours after 12 months of service
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Paid Military Leave	20 days/fiscal yr	20 working days or 1 month's salary maximum when called to active duty

Physical Exams	Annual	Safety employees over 35 years of age
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Deferred Comp	Pretax deduction	Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
Automatic Payroll Deposit		All new employees hired on or after 05/24/2005 are required to have direct deposit of County pay into a financial institution of employee's choice